



GOVERNMENT OF INDIA.  
DEPARTMENT OF COMMERCE AND INDUSTRY.

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MEMORANDUM ON THE INDIAN MINES DEPARTMENT

PREPARED FOR THE

PUBLIC SERVICES COMMISSION.

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*Memorandum on the Indian Mines  
Department.*

(For the Public Services Commission.)

*Origin of the Department—*

Attention is invited to the Memorandum on the Mines Department prepared in 1907 by Mr. G. Rainy, I.C.S., for the Royal Commission on Decentralization in India.

After correspondence with the Secretary of State which commenced in 1890 the Government of India recommended the appointment of an Inspector of Mines to be attached to the Geological Survey Department. In December 1893, Mr. Grundy, an Assistant Inspector of Mines in England, was appointed Inspector of Mines in India on a five years' term of service on a pay of Rs. 650 per mensem rising by Rs. 50 after each year of service. In October 1896 the appointment was made permanent, with the sanction of the Secretary of State, on a pay of Rs. 1,000—100—1,500 per mensem. In 1901, the Indian Mines Act, VIII of 1901, was passed, which, amongst other things, provided for the appointment of a Chief Inspector of Mines for India by the Governor General in Council, and of Inspectors of Mines to particular areas or groups of mines by the Local Governments. In August 1901\* the Government of India recommended to the Secretary of State the appointment of a Chief Inspector of Mines and of two Inspectors of Mines. Mr. Stonier, who was at the time a mining specialist to the Geological Department of the Government of India under a five years' agreement, was† appointed Chief Inspector of Mines on a pay of Rs. 1,200—100—1,600 per mensem. The pay of the Inspectors of Mines was sanctioned at Rs. 800—100—1,000 per mensem; but Mr. Grundy, who was appointed to one of the Inspectorships, was allowed a special rate of pay, Rs. 1,000—100—1,500, in view of the higher rate of salary which he had hitherto received. Mr. Adams, an Assistant Inspector of Mines in England, was appointed in April 1902 to the second Inspectorship on Rs. 800—100—1,000. Thus the Mines Department came into existence.

*Growth and History of the Department.*

In April 1904, Mr. Stonier resigned owing to ill-health, and the Government of India, considering that neither of the Inspectors was at that time suitable for appointment to the post of Chief Inspector asked for a man from England, offering,

\* Despatch to the Secretary of State, No. 262 (Finance), dated the 15th August 1901,

and  
Despatch No. 55 (Revenue), dated the 7th November 1901.

† Despatch from the Secretary of State, No. 198 (Revenue), dated the 20th December 1901.

as on the previous occasion, to pay as much as Rs. 2,000 for a properly qualified man.\* As a result of this Mr. W. H. Pickering, His Majesty's Inspector of the Yorkshire and Lincolnshire district, was appointed for three years as Chief Inspector of Mines in India on a salary of Rs. 2,000 per mensem, rising to Rs. 2,100 in his second year of service.

\* Despatch to the Secretary of State, No. 200 (Finance and Commerce), dated the 9th June 1904.

In November 1907, Mr. Pickering reverted to his Home appointment and Mr. Wilson, an Assistant Inspector of Mines in England, was appointed on a three years' agreement on Rs. 2,000 per mensem. In November 1910, Mr. Wilson reverted to his Home appointment and was succeeded as Chief Inspector by Mr. Adams, one of the Inspectors of Mines in India.

The Government of India recommended† that the pay for the post should now be fixed definitely at Rs. 2,000 per mensem, but this recommendation was not accepted‡ by the Secretary of State, who decided that the pay should be Rs. 1,750—50—2,000.

† Despatch No. 37 (Finance), dated the 9th February 1911.

‡ Despatch No. 31 (Revenue), dated the 24th March 1911.

In September 1905,§ owing to the increase of work in the Department, the Government of India recommended the appointment of a third Inspector. This appointment was given to Mr. Simpson, who had joined the Geological Survey Department in 1901, on a five years' agreement as a coal mining expert. In view of his special experience and qualifications, Mr. Simpson was allowed a special pay of Rs. 900—100—1,000—50—1,500. The present holders of the other two appointments of Inspector of Mines, Messrs. Leach and David were both appointed in India and had experience as Managers of Mines in this country.

§ Despatch No. 305 (Finance), dated the 7th September 1905.

#### *Present constitution of the Department.*

The Department then at present consists of the following officers:—

	<i>Pay.</i>
	<i>Rs.</i>
1 Chief Inspector of Mines	1,750—50—2,000
3 Inspectors of Mines	800—100—1,000

See the Classified List of the Department, as constituted on 1st July 1912.

One of the Inspectors, however, is drawing a special and personal rate of pay.

#### *Question of altering the present constitution of the Department.*

In spite of the comparatively rapid increase of the number of Inspectors as outlined above, it has been realised that a further increase will soon be required, more

especially as the present small cadre does not sufficiently provide for leave vacancies.

In 1909, Mr. Wilson came up to the Government of India with a proposal for the appointment of a fourth Inspector, but this was negatived on the ground that the number of Inspectors had only recently been increased. At the present time, however, a proposal has been approved to appoint a Junior Inspector on Rs. 500—700, who will be able to act for any of the Inspectors in leave vacancies and may eventually qualify for the post of Inspector.

The Secretary of State is being asked to select a suitable candidate in England as no suitable candidate has been found in this country.

See letter No. 3494-G., dated the 16th June 1911, from Mr. Adams, and No. 803, dated the 2nd June 1911, from Mr. Simpson.

In the second place, there have been proposals from time to time to increase the pay of the Chief Inspector and of the Inspectors, but the matter has been left over for consideration until Mr. Adams' two years of probation in the Chief Inspectorship have expired and until Mr. Leach has completed 5 years of service, which will be early in 1913.

#### *General Remarks.*

The general qualifications which should be possessed by the Chief Inspector of Mines will be found stated in the Government of India's despatches No. 262 (Finance) of the 15th August 1901 and No. 200 (Finance and Commerce) of the 9th June 1904. The qualifications required for an Inspector will be found clearly stated in Mr. Pickering's letter of the 13th June 1905. Inspectors are required to hold a first class certificate of competency as manager and practical experience of Indian coal mining is usually considered necessary. The officers in the Mines Department come under the ordinary European service leave rules and pension rules in the Civil Service Regulations and they draw first class travelling allowance for journeys on tour, but no general resolution has issued laying down the conditions of service.

*List of printed papers attached.*

1. Despatch to the Secretary of State No. 262 (Finance), dated the 15th August 1901.
2. Despatch to the Secretary of State No. 55 (Revenue), dated the 7th November 1901.
3. Despatch from the Secretary of State No. 198 (Revenue), dated the 20th December 1901.
4. Despatch to the Secretary of State No. 200 (Finance and Commerce), dated the 9th June 1904.
5. Mr. Pickering's letter to the Government of India No. 804, dated the 13th June 1905.
6. Despatch to the Secretary of State No. 305 (Finance), dated the 7th September 1905.
7. Despatch to the Secretary of State No. 37 (Finance), dated the 9th February 1911.
8. Despatch from the Secretary of State No. 31 (Revenue), dated the 24th March 1911.
9. Letters from Mr. Adams Nos. 3494 G. and No. 3495 G., dated the 16th June 1911, to the Government of India, enclosing a letter from Mr. Simpson to the Chief Inspector of Mines, No. 803, dated the 2nd June 1911.

*List of other papers referred to in the memorandum.*

1. The Indian Mines Act, VIII of 1901.
2. Memorandum on the Mines Department prepared in 1907 by Mr. G. Rainy, I.C.S., for the Royal Commission on Decentralization in India.
3. Classified list of the officers of the Mines Department up to 15th July 1912.





## No. 1.

No 262 (Finance), dated the 15th August 1901.

From—The Government of India,

To—His Majesty's Secretary of State for India.

We have the honour to address Your Lordship on the subject of the staff required for the inspection and regulation of mines under the Indian Mines Act, 1901. The Act provides for the appointment by the Imperial Government of a Chief Inspector of Mines, and for the entertainment by Provincial Governments of such a number of Inspectors of Mines as may be required. We are of opinion that no time should be lost in appointing a Chief Inspector and two Inspectors.

2 Your Lordship is acquainted with the discussions which led to the passing of the Mines Act and is aware of the feelings of suspicion with which the legislation was regarded by the mining community. We are convinced that mining in this country has a great future for it. That future will largely depend upon the manner in which the legislative powers that we have assumed are exercised; and that manner will largely depend upon the capacity of our inspecting staff and, in particular, upon the knowledge and tact of the Chief Inspector, who should be a man with wide practical acquaintance with mining rather than a student drawn from the laboratory. A qualified mining engineer of the standing, position and qualifications which we require could probably not be obtained for a smaller salary than Rs. 2,000 per mensem and we are, with Your Lordship's approval, prepared to offer this amount provided that Your Lordship is able to secure for us on these terms the services of a capable and experienced man. The appointment should in the first instance, be for a term of three years only. Should Your Lordship, however, be unable to procure for us the services of a suitable man on the salary which we are prepared to offer, we propose, with Your Lordship's permission, to depute one of the members of our Geological Survey Department to undergo a special course of training in mines, extending over 18 months, to enable him to qualify for the post, and we would select for this purpose Mr. Holland, a Deputy Superintendent in the Department. We recognize, however, that this proposal is open to the objection that it is doubtful whether any officer, however great his aptitude, could, in the time which it would be possible to allow him, obtain the necessary experience. He would, moreover, be less likely to carry with him the confidence of the mining community than a mining engineer of wide experience and of good repute, and we, therefore, trust that Your Lordship will be able to obtain for us the expert whom we require.

3. As regards the staff of Inspectors to be appointed under the Act, we consider that two Inspectors will for the present be sufficient. The total number of mines which were at work in 1899 was 296, employing 95,546 labourers, of which 227, employing 64,735 labourers, were situated in Bengal. One Inspector will be required for Bengal, the second Inspector will be entrusted with the inspection of mines in other provinces. It may be that the staff proposed will prove to be inadequate and that the work to be carried out in Bengal in particular may be found too much for a single man,—but in this respect we would prefer to learn from experience; and for the present, at any rate, we do not consider it necessary to appoint more than the two Inspectors of whom we have spoken. The salary that we propose for the post of Inspector is Rs. 800-100-1,000. There is at present on the Imperial list of appointments a post of Inspector of Mines created in 1893, which is held by Mr. Grundy. We propose to convert this post into one of the two provincial Inspectorships, retaining Mr. Grundy as its incumbent, and permitting him to draw pay until his retirement at the rate (Rs. 1,000—1,500) which was sanctioned for him by Your Lordship's telegram of the 5th October 1896. We would ask Your Lordship to sanction the creation of a second appointment of Inspector and to select for us a suitable man on the terms proposed. He should be a mining engineer of practical experience, possessing tact as well as energy. As in the case of the Chief Inspector, he should, in the first instance, be appointed on probation for a term of three years. He should preferably be unmarried.

4 In addition to the Chief Inspector and the Inspectors, some subordinate inspecting staff will be necessary. On this point, however, we desire for the present to reserve our decision until some experience has been gained in the working of the Act.

5. We may remark that the appointments in view are distinct from those of the experts in economic geology, who have been temporarily added to the cadre of the Geological Department under the orders conveyed in Lord Kimberley's Despatch No. 70 (Revenue), dated 25th August 1892, and that these proposals do not affect the request made in our telegram of the 16th March that arrangements might be made to fill the vacancy in one of these posts caused by the death of Mr Reader. We have considered the question of including the mining inspection staff in the Geological Department and have decided against it. The supervision of mines and the solution of questions connected with their management have no such connexion with scientific geology, as to be considered proper or necessary functions of the Geological Department; and we are of opinion that there are substantial advantages in constituting a separate department for the working of the Mines Act controlled by an officer immediately under the Government of India. The mineral resources of India offer, in themselves an ample field for the enquiries of the two experts in economic geology.

6. In conclusion, we desire to emphasize our conviction that it is essential that the persons selected for the appointments of Chief Inspector and Inspector should be thoroughly capable men of experience and good judgment. We have given assurance to mine-owners that the greatest care will be exercised in their selection. If the right class of men are not employed, difficulties will inevitably arise in working the Act, and at the same time evils, which we are anxious to check, may continue unabated. With an efficient inspecting staff, mine-owners will have no reasonable cause of complaint, and we may confidently anticipate beneficial results from the control which we are about to impose.

7. We attach a proposition statement showing that the extra cost involved in the proposals will be Rs. 2,986-10-8 a month, until Mr. James Grundy retires, and that thereafter it will be reduced to Rs. 2,600 a month.

#### No. 2.

No. 55 (Geology and Minerals), dated the 7th November 1912.

From—The Government of India,

To—His Majesty's Secretary of State for India.

In our despatch No. 252 of 15th August 1901, regarding the organization of the inspecting staff required under the Indian Mines Act, we suggested that if Your Lordship should find difficulty in securing in England the services of a Mining Engineer with the qualifications necessary for the appointment of Chief Inspector, it might be desirable to train Mr. Holland, a Deputy Superintendent in our Geological Department, for the post, though we recognized that this arrangement was open to some objection. We have now the honour to bring to Your Lordship's notice an alternative which appears to us to be more promising, namely, the appointment to the post of Mr. Stonier, the Mining Specialist whose services were engaged in England in 1899. The papers which accompanied Your Lordship's despatch No. 152 R., of 13th July 1899, indicate that Mr. Stonier has very high academic and practical qualifications. He has been acting as Chief Inspector of Mines during the past nine months and has shown tact as well as energy, and we think that, if difficulty is experienced in securing the services of a man of the stamp described in our letter, a trial might be made of Mr. Stonier in the post. He is now serving under a five years' engagement which has two more years to run. His present salary is Rs. 900 per annum, and it would be unnecessary to offer him as Chief Inspector more than Rs. 1,200 rising by annual increments of Rs. 100 to Rs. 1,600. He would at present be confirmed in the appointment only for the unexpired period of his agreement.

#### No. 3.

No. 198 (Revenue), dated India Office, London, the 20th December 1901.

From—His Majesty's Secretary of State for India,

To—The Government of India.

I have considered in Council your letters No. 262 (Finance) and No. 55

(Revenue), dated, respectively, the 15th August and the 7th November regarding the appointment of a Chief Inspector and Provincial Inspectors of Mines.

2. I sanction the proposal made in the first of these letters that the mines inspection staff should for the present consist of a Chief Inspector and of two Provincial Inspectors, one of the latter posts being assigned to Mr. Grundy, hitherto your Imperial Inspector, and the second being filled by a Mining Engineer selected in England. For the posts of Provincial Inspectors I sanction a salary of Rs. 800—100—1,000, and I agree to your recommendation that Mr. Grundy should be allowed, until his retirement, the higher rate of salary (Rs. 1,000—1,500) which he has hitherto received.

3. For the post of Chief Inspector you recommend the appointment of Mr. Stonier, at present a Mining Specialist in the Geological Department now serving under a five years' agreement. You recommend that the salary of the Chief Inspector should be fixed at Rs. 1,200—00—1,600, and propose that at present Mr. Stonier should be confirmed in the appointment only for the unexpired period of his agreement. I sanction these proposals.

4. I am in communication with the Home Office regarding the selection of a suitable person to fill the second post of Inspector.

#### No. 4.

No. 270 (Finance), dated the 9th June 1904.

From—The Government of India,

To—His Majesty's Secretary of State for India.

With reference to the correspondence ending with Lord George Hamilton's Despatch No. 198-Revenue, dated 20th December 1901, we have the honour to inform you that Mr. G. A. Stonier, our Chief Inspector of Mines, has asked permission to resign his appointment owing to ill-health, and that we have accepted his resignation with effect from the 7th April last.

2. Mr. Grundy, our 1st Inspector of Mines, has been placed in charge of the office of Chief Inspector of Mines as a temporary measure. We have carefully considered his claims to permanent promotion to the post, as well as those of the 2nd Inspector, Mr. Adams, and have come to the conclusion that neither of them possesses the qualifications necessary to enable him to perform the onerous and responsible duties involved. We have decided therefore to ask you to select and send out a suitable man to fill the vacancy. In paragraph 2 of our Despatch No. 262 (Finance and Commerce), dated 15th August 1901, we described the qualifications which we desire in our Chief Inspector of Mines. A wide practical knowledge of mining work, which should, if possible, include experience as an Inspector of Mines in England, is, we consider, of much greater importance than a purely scientific training; and in addition a good general education, such social qualities as will enable him to carry weight with the managers of mines, tact and force of character are indispensable. We would remind you that at present coal mines represent by far the most important portion of the mining industry in British India. The rate of pay which, with your approval, we propose to offer is Rs. 2,000 a month, but if a mining engineer of the standing, character and qualifications required cannot be found willing to accept this salary, we are prepared to pay a higher one, the amount of which we leave to your decision. No exchange compensation will be given and free quarters will not be provided. We think that the engagement should in the first instance be for a term of three years only.

#### No. 5.

No. 804, dated Calcutta, the 13th June 1905.

From—W. H. PICKERING, Esq., Chief Inspector of Mines in India,

To—The Secretary to the Government of India, Department of Commerce and Industry, Simla.

I have the honour to address you with reference to the staff of Inspectors attached to the Mines Department in India.

2. Since 11th April 1902 the staff has consisted of a Chief Inspector and two District Inspectors.

3. There has been at no time a redundancy of Inspectors, and I now advance the following reasons for an increase.

4. The Indian mining industry is developing rapidly. There was an increase of 17 per cent. in the output of coal during the year 1904 compared with the year 1901.

5. Rules made under the Indian Mines Act, 1901, came into force on 10th March 1904, and further rules relating to Managers and their certificates are under consideration and will be issued shortly, and "Special Rules" are to be established for every coal mine in Bengal. These regulations have already enormously increased the duties and responsibilities of the Inspectors and the increase will be progressive.

6. Very properly the duty of holding enquiries under the Land Acquisition (Mines) Act was transferred to the Mines Department on the 8th December 1904. There were 22 such enquiries in 1904, and owing to the rapid development of railways and mines a considerable increase is certain. In each case it is necessary for the Inspector nominated as the officer to hold the enquiry, to make careful and detailed inspections of the mines under the acquired land. Two surveyors and three draftsmen are employed practically full time under the directions of the Inspectors making surveys and preparing plans for these cases.

7. It was so obvious that the work of inspection could not be in any way relaxed during the hot weather this year that I made no arrangements for the recess sanctioned in Mr. Robertson's letter No. 828-154-4, dated 4th March 1904.

8. Before an increase of the staff is either approved or refused, I venture to suggest that the principles to govern the appointment of Inspectors of Mines in India should be considered and the general lines of policy laid down.

9. In all countries where mining is an important industry, the mines are worked under Government regulations and Inspectors are appointed to enforce the rules. Broadly speaking, there are two schools of thought, the one advocating very frequent visit to the mines by Inspectors and the other holding that just sufficient inspection to ensure a uniform observance of the Mines Acts is all that is necessary. Canada and Germany may be given as examples of the first school, and it must be admitted that in those countries mining has made astonishing progress and the equipment of the mines is excellent. In England so far only sufficient Inspectors have been appointed to make serious and continued evasion of the Mines Acts impossible, but the appointment of a large number of additional Inspectors has been strongly advocated by one political party, and it is quite possible that a change in policy may eventually be made.

10. Systematic and thorough Government inspection tends to promote safety, efficiency and economy, but personally I do not believe in too frequent inspections which must mean that the Managers of the mines are to some extent relieved of responsibility, and that the Government practically controls the working of the mines. This appears to be a policy foreign to the traditions and genius of the English people. The present system in England has evolved a race of colliery managers of which the country has reason to be proud, and the discipline in English collieries is superior to that in foreign mines.

11. In my opinion it will be sufficient if every important mine in British India is inspected once every year, but the staff of Inspectors should be strong enough to allow this to be done in addition to the special inspections for accident and other enquiries and for revisits to mines where serious violations of the regulations have been discovered. I am aware that a standard of more frequent inspections has been previously advocated (see Mr. Miller's letter No. 2185-29-7, dated 27th July 1903), but I do not think this is necessary.

12. The class of men to be appointed is of vital importance. In England, about 20 years ago, some ten men who had been working men, but who by ability and energy had acquired some qualifications, were appointed Assistant

Inspectors. They conscientiously did their duty, according to their lights, but were not generally successful in the higher duties of an Inspector, and the experiment is not likely to be repeated. An Inspector has to meet officially men of every social grade, and perhaps his most important duty is to influence public opinion in the mining world in favour of better methods of working, of stricter discipline, and management by highly qualified men. To do this he must be able to meet the leading colliery owners and mining engineers in public on equal terms. A man of exceptional character may triumph over want of general education, but in most cases it is a hopeless handicap. In democratic countries education and good social status are adventitious aids to an Inspector in the discharge of his duty, and in India they appear to be essential if he is to exert a real influence. It may be laid down as an axiom that the first qualification of an Inspector should be a thorough *practical* knowledge of mining, but it seems to me that in addition to this, every Inspector in India should be a man of good general education (if obtained at a public school all the better); have passed through a course of training in the practice and theory of mining; be the holder of an English mine-manager's first class certificate of competency; and if he has not passed the English examination for Inspectors of Mines, be required to pass a similar examination, in Civil Service, Mining and scientific subjects. A knowledge of colloquial Hindustani might be required from an Inspector before he was given an increment of salary.

13. If the principles advocated in paragraphs 10, 11 and 12 are approved, the appointment of one more Inspector would be sufficient for the present, but the development of the mining industry in India may make a further addition to the staff desirable in the near future.

#### No. 6.

No. 305 (Finance), dated the 7th September 1905.

From—The Government of India,

To—His Majesty's Secretary of State for India.

With reference to the correspondence ending with Lord George Hamilton's Despatch No. 198-Rev., dated the 20th December 1901, on the subject of the organization of a Mines Department in India, we have the honour to forward a

\* No. 804, dated the 13th June 1905.

copy of a letter\* received from the Chief Inspector of Mines, in which he recommends the appointment of a third Inspector to the Department.

2. In our Despatch No. 262, dated the 15th August 1901, we expressed some doubt as to whether two Inspectors would be sufficient for the work of the Department; but we preferred not to ask for a larger establishment until further experience had been gained, and until the necessity for augmenting the Inspectorate staff had been clearly demonstrated. The Chief Inspector of Mines has, we consider, shown that the present strength of the Department is inadequate to cope with the work which now devolves upon it, and his conclusion is supported by the statistics which we have appended to this Despatch. The rapid expansion of the mining industry evidenced by these figures has materially increased the amount of work to be performed by the Mines Department, and the rules which have recently been issued with the object of ensuring the proper management and supervision of mines, and the more efficient conduct of enquiries under the Land Acquisition (Mines) Act, have also greatly increased the duties and responsibilities of the Chief Inspector and his staff. We are convinced that the services of a third Inspector are urgently required, and we request your sanction to the creation of this appointment.

3. If you agree that a third Inspector should now be appointed, we would request that a suitable candidate may be selected, and instructed to report himself to the Chief Inspector of Mines at Calcutta as soon as possible. The qualifications which we consider necessary are stated in paragraph 12 of the Chief Inspector's letter. We are of opinion that the third Inspector should receive the same pay as the Inspectors who are at present serving in the Department, *vis.*, Rs. 800—100—1,000 a month, and that he should also be granted exchange compensation allowance which is drawn by the two Inspectors at present employed.

4. We enclose a proposition statement, from which it will be observed that the expenditure involved in the acceptance of our proposal is Rs. 1634½ a month.

### No. 7.

No. 37 (Finance), dated the 9th February 1911.

From—The Government of India,

To—His Majesty's Secretary of State for India.

We have the honour to address you on the subject of the pay to be assigned to the appointment of Chief Inspector of Mines in India,

2. The creation of the appointment was sanctioned in Lord George Hamilton's Despatch No. 198 (Revenue), dated the 20th December 1901, but the particular rate of pay to be attached to it was not prescribed. Messrs. Stonier,

Secretary of State's Despatch No. 198 (Rev.), dated the 20th December 1901.

Secretary of State's Despatch No. 173 (Rev.), dated the 11th November 1904.

Letter from Secretary, Revenue and Statistics Department, India Office, No. R. & S. 2561, dated the 25th November 1907.

Pickering and Wilson have held the post since its creation. For each of these officers a separate rate of pay was sanctioned in the despatches noted in the margin. On the 1st October 1910, Mr.

Wilson proceeded on privilege leave prior to his reversion to the Home establishment. Messrs. R. R. Simpson and G. F. Adams were appointed to officiate as Chief Inspector of Mines during Mr. Wilson's absence on leave, and on his reversion Mr. Adams, the senior Inspector of Mines, was appointed permanently to the post of Chief Inspector of Mines. As there is no sanctioned rate of pay for the appointment, the question has arisen of the acting allowance to be given to Messrs. Simpson and Adams and the pay to be drawn by the latter as Chief Inspector of Mines.

3. We consider that Rs. 2,000 a month should be fixed as the pay of the appointment, which is an important one involving much responsibility. We request your Lordship's sanction, therefore, to this proposal and to the grant of the proposed rate of pay to Mr. Adams. Should the pay recommended be approved, we shall grant acting allowances based on it to Messrs. Simpson and Adams.

### No. 8.

No. 31 (Revenue), dated India Office, London, the 24th March 1911.

From—His Majesty's Secretary of State for India,

To—The Government of India.

I have considered in Council the letter from Your Excellency's Government, No. 37 (Finance), dated the 9th February 1911, in which you propose that the pay of the post of Chief Inspector of Mines in India should be fixed at Rs. 2,000 a month, and that this rate should be granted to Mr. Adams.

2. Having regard to the size of the Department, and to the pay fixed for the Heads of other Departments, I consider that a suitable salary for this post would be Rs. 1,750—50—2,000 without exchange compensation allowance, and I sanction the adoption of this rate.

### No. 9.

No. 3494-G., dated Dhanbaid, the 16th June 1911.

From—G. F. ADAMS, Esq., Chief Inspector of Mines in India,

To—The Secretary to the Government of India, Department of Commerce and Industry.

I have the honour to invite your attention to your endorsement No. 2882-73, dated the 22nd April 1911, forwarding a copy of a letter from the Secretary of State on the subject of the pay of the Chief Inspector of Mines in India, to the effect that the Secretary of State had considered the proposal of the Government of India that the pay of the officer should be fixed at Rs. 2,000, but that having

taken into consideration the size of the Department and the pay given to other Heads of Departments, he considered a pay of Rs. 1,750—50—2,000 suitable and sanctioned this amount.

2. I admit that the Department of Mines is a small one, but I would point out that the work done by its officers is of a highly technical character, and in regard to the consulting work done for the Government of Bengal in connection with restricting the workings under Railways and other Government land I would point out that this work in England is given to Consulting Engineers who command very high fees for it.

3. I do not care to draw comparison between the Chief Inspector of Mines and other Heads of Departments but I beg to point out that on the pay sanctioned by the Secretary of State the emoluments of the Chief Inspector of Mines in India are less than those of many Superintendents and Head Managers of mines. In this contention I am supported by my colleagues.

4. I would, however, invite your attention to another point. In fixing the pay of a Head of a Department I would urge that the position he has to maintain should be taken into account. On the assumption that the pay of the appointment would be Rs. 2,000, Mr. Pickering asked for and obtained your sanction for building of a large double storeyed bungalow at Dhanbaid, of a more elaborate character than usual. Mr. Pickering considered that Dhanbaid would be regarded as the head-quarters of mining in India and that a certain amount of entertaining would have to be done by the Chief Inspector. His predictions in this matter have, I think, been realised to a much greater extent even than he anticipated, and I do not think that the Government of India even are aware of what has to be done in this respect. In addition to what it directly costs, the amount of servants to be kept is greater than if a more modest establishment were maintained, and the wages required are higher. I would invite your attention to the 5th paragraph of Mr. Wilson's letter No. 1508, dated the 1st March 1909, on the subject of his personal expenditure. The rent of the bungalow is Rs. 173.

5. Comparing my pay and rent if I was still an Inspector with the minimum pay now sanctioned for the Chief Inspector of Mines the nett gain is Rs. 279-8 per mensem. Both my colleagues and myself feel that the promotion and responsibility are not adequately remunerated in view of the facts now set forth, and it is because, and only because, we feel that these facts have not been set forth, that I respectfully ask the Government of India to take into consideration the question of again approaching the Secretary of State upon this matter.

No. 303, dated 2nd June 1911.

From—R. R. SIMPSON, Esq., Inspector of Mines in India, No. 1 Circle,

To—The Chief Inspector of Mines in India,

With reference to the Government of India, Department of Commerce and Industry, letter No. 3646—73, dated 19th May 1911, a copy of which was forwarded to me under cover of your letter No. 3226-G., dated 31st May 1911, I have the honour to request that you will lay before Government my respectful petition as follows—

I was appointed to the Geological Survey of India as Mining Specialist, in 1901, on a salary of Rs. 700 to Rs. 900. At the time when the new scheme of pay and promotion of officers of the Geological Survey was under discussion I was given to understand by the Director (Sir Thomas Holland) that under the new arrangement I should come into the ordinary grades and have an equal chance of promotion with the other officers of the Geological Survey, *i. e.*, that I had a reasonable chance of eventually obtaining a salary of Rs. 2,000 per month with a possible personal allowance of Rs. 500 per month, as was then being paid to the Director. At the same time I was asked by the Chief Inspector of Mines (Mr. W. H. Pickering), if I would join the Department of Mines, but declined to do so. After repeated solicitations, however, I agreed, about a year later, to allow myself to be transferred to the Department of Mines, but on the understanding that I might look forward to at least the same emoluments as the Chief Inspector of Mines was receiving at the time, *i. e.*, Rs. 2,100 per month.



My reason for agreeing to the transfer was the expectation that the growing importance of the Department of Mines would be almost certain to lead to successive increments to the salary of the Chief Inspector.

I have now been informed that the salary has actually been reduced to Rs. 1,750—50—2,000. My present prospects, therefore, are not attractive, for although I can reasonably look forward to becoming Chief Inspector of Mines in 1925 I can only expect to draw the maximum salary (Rs. 2,000) for 18 months of my service.

In comparing the salaries of the Mines Department staff with those paid to the leading Mining Engineers in India, the advantage is considerably in favour of the latter and it must also be remembered that officers of the Mines Department are not permitted to take up private work. This latter is a very great disability indeed. I have myself from time to time had to refuse offers of very remunerative private work, and only last year I had seriously to consider not less than two offers of a permanency.

Now I am fully aware that my services to the Government of India are not indispensable. At the same time I have a proper opinion of my market value, and I am convinced that with the disappointing and unexpected prospects now before me it will not pay me to remain in the Department of Mines.

At the same time feelings of loyalty to Government, not to mention unwillingness to forego pension earned, render me reluctant to sever a connection extending over ten of the best years of my life, and I am in hopes that Government will become convinced of the justice of this petition and be able to grant an improvement in the prospects offered.

